The Odisha Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No.2320, CUTTACK, MONDAY, JULY 28, 2025/ SRAVANA 6, 1947

LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

The 28th July, 2025

No.6792─LESI-LL2-FM-0010/2019/LESI. ─ The following draft of certain rules further to amend the Odisha Factories Rules, 1950 which the State Government propose to make in exercise of the powers conferred by Section 112 of the Factories Act, 1948 (63 of 1948) is hereby published as required by Section 115 of the said Act for information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the State Government on or after the expiry of a period of forty-five days from the date of publication of this notification in the *Odisha Gazette*.

Any objection or suggestion which may be received from any person in respect of the said draft before expiry of the period so specified above will be considered by the State Government.

Draft

1. (1) These rules may be called the Odisha Factories (Amendment) Rules, 2025.

(2) They shall come into force on the date of their publication in the *Odisha Gazette*.

2. In the Odisha Factories Rules, 1950 (hereinafter referred to as the said rules), in rule 97,-

(i) in Schedule II, in paragraph 3, the existing word ‘woman’ shall be omitted;

(ii) in Schedule II, after paragraph 3, the following paragraph shall be inserted, namely,-

“3A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or

equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(iii) in Schedule III, in paragraph 3, the existing words 'woman or' shall be omitted;

(iv) in Schedule III, after paragraph 3, the following paragraph shall be inserted, namely,-

"3A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(v) in Schedule IV, in paragraph 4, the existing words 'woman or' shall be omitted;

(vi) in Schedule IV, after paragraph 4, the following paragraph shall be inserted, namely,-

"4A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(vii) in Schedule VI, in paragraph 4, the existing words 'woman or' shall be omitted;

(viii) in Schedule VI, after paragraph 4, the following paragraph shall be inserted, namely,-

"4A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(ix) in Schedule VII, in paragraph 1, the existing words 'woman or' shall be omitted;

(x) in Schedule VII, after paragraph 1, the following paragraph shall be inserted, namely,-

"1A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(xi) in Schedule VIII, in the second proviso of paragraph 2, the existing words 'woman or' shall be omitted;

(xii) in Schedule VIII, after paragraph 2, the following paragraph shall be inserted, namely,-

"2A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(xiii) in Schedule X, in paragraph 4, the existing words 'woman or' shall be omitted;

(xiv) in Schedule X, after paragraph 4, the following paragraph shall be inserted, namely,-

"4A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(xv) in Schedule XI, in paragraph 5, the existing words 'woman or' shall be omitted;

(xvi) in Schedule XI, after paragraph 5, the following paragraph shall be inserted, namely,-

"5A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(xvii) in Schedule XII, in paragraph 6 of Part II of ***Annexure IV***, for the existing words 'and women' shall be omitted;

(xviii) in Schedule XII, after paragraph 6 of Part II of ***Annexure IV***, the following paragraph shall be inserted, namely,-

"6A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62 H, it must also be specifically ensured for pregnant and nursing women.";

(xix) in Schedule XVII, in paragraph 15, the existing words 'woman or' shall be omitted;

(xx) in Schedule XVII, after paragraph 15, the following paragraph shall be inserted, namely,-

"15A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or

equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(xxi) in Schedule XVIII, in paragraph 8, the existing words 'woman or' shall be omitted;

(xxii) in Schedule XVIII, after paragraph 8, the following paragraph shall be inserted, namely,-

"8A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(xxiii) in Schedule XIX, in paragraph 8, the existing words 'woman or' shall be omitted;

(xxiv) in Schedule XIX, after paragraph 8, the following paragraph shall be inserted, namely,-

"8A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(xxv) in Schedule XX, in paragraph 6, the existing words 'woman or' shall be omitted;

(xxvi) in Schedule XX, after paragraph 6, the following paragraph shall be inserted, namely,-

"6A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(xxvii) in Schedule XXI, in paragraph 5, the existing words 'woman or' shall be omitted;

(xxviii) in Schedule XXI, after paragraph 5, the following paragraph shall be inserted, namely,-

"5A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.";

(xxix) in Schedule XXII, in paragraph 2, the existing words 'woman or' shall be omitted;

(xxx) in Schedule XXII, after paragraph 2, the following paragraph shall be inserted, namely,-

"2A. Allowing women in all operations - Women workers may be allowed to work in all operations, provided that while appropriate protective gear or equipment shall be ensured for all workers as per rule 62H, it must also be specifically ensured for pregnant and nursing women.".

By Order of the Governor
CHITHRA ARUMUGAM
Principal Secretary to Government

Printed and Published by the Director, Printing, Stationery and Publication, Odisha, Cuttack-10
OGP/SBP Ex.Gaz.1530-183+1